

Board of Directors Meeting in Public

Subject:	Freedom to Speak Up	Date: 5th August 2021		
Prepared By:	Kerry Bosworth – Freedom To Speak Up Guardian			
Approved By:	Shirley A Higginbotham, Director of Corporate Affairs			
Presented By:	Kerry Bosworth – Freedom to Speak Up Guardian			
Purpose				
The purpose this paper is to provide an update to the Board on Freedom to Speak Up Agenda within the Trust and provide assurance of the Speaking Up service.			Approval	
			Assurance	X
			Update	
			Consider	
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
	x	x	x	
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		x		
Risks/Issues				
Financial	Potential financial impact of not retaining staff			
Patient Impact	Potential negative impact on patient care if staff not encouraged to report safety issues			
Staff Impact	Potential negative impact on staff motivation, morale and wellbeing if staff feel unsupported in speaking up and no resolution			
Services	Potential negative impact on service provision if staff feel unsupported in reporting safety concerns			
Reputational	Reputational damage			
Committees/groups where this item has been presented before				
People, Culture and Improvement Committee receive regular reports				
Executive Summary				
This paper is a six-monthly report to inform the Board of Speaking Up cases within the Trust, analyse themes of concerns within the organisation and actions being taken. This is highlighted with a case study within. Also to highlight achievements and improvements being made				